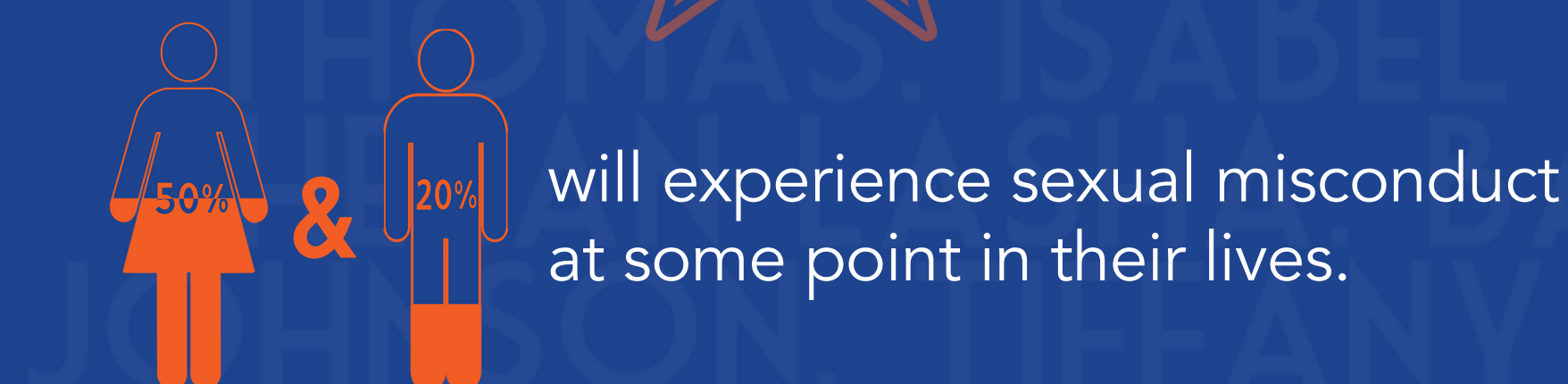


# POWER DYNAMICS & SEXUAL MISCONDUCT IN THE WORKPLACE

## THE ISSUE

With accusers coming forward against notable figures in recent months, sexual misconduct is more prevalent than ever. There is an apparent issue with power dynamics between the victim and the assailant, which adds to the difficulty a victim faces to report

98% of women in the entertainment industry reported some form of experience with sexual misconduct.



## RESEARCH QUESTIONS

- Is there a general lack of knowledge on what is considered sexual misconduct?
- Is there always a power dynamic involved in cases of sexual misconduct?
- Do perpetrators understand the severity of punishment for sexual misconduct?
- Which industry leads the way in terms of legislation and policy when combating sexual misconduct?
- Could education be a possible resolution to sexual misconduct? When and where should this education take place?

## GOAL & DELIVERY

- The desired outcome of this inquiry is to educate and bring awareness to the issue of sexual misconduct and power dynamics with the hope of ultimately reducing the number of sexual misconduct cases in the distant future.
- Our intended client is the Office of the General Counsel at Ithaca College, who can then implement training within the institution. We hope that our design would change thinking and behaviors that lead to sexual misconduct within Ithaca College, setting a precedent at institutions of higher ed, which eventually extends into corporations or nonprofits.

"[Sexual misconduct is] a range of behavior used to obtain sexual gratification against another's will or at the expense of another. Sexual Misconduct includes sexual harassment, sexual assault, and any conduct of a sexual nature that is without consent, or has the effect of threatening or intimidating the person against whom such conduct is directed." (Sexual Misconduct Law and Legal Definition, 2018).

## COLLABORATORS

Our team determined an educational strategy that would be a realistic and impactful contribution. We want to incorporate storytelling and personal testimonies since we believe our most influential, educational experiences did not result from a mandatory training or e-learning. Existing training, specifically Everfi (used by Ithaca College) lacks incentive for dialogue or personal connections.

## DESIGN

To combat this, we designed a simulation experience, bringing employees face-to-face with an incident of sexual misconduct in their own workplace. Trainees are encouraged to discuss what enabled the situation and how it could be prevented.

How it works: Trainings would be labeled as general operations training — anything from I.T. reminders to parking lot instructions could be discussed. During the meeting, something inappropriate would occur between those delivering the training. This could be any act that qualifies as non-consensual and undesired, from a discriminatory comment to a lingering touch. If, as is the hope, someone at the meeting confronts or addresses the action, the meeting would be adjourned and a dialogue about preventing sexual misconduct and workplace etiquette would begin. If the action is not addressed, following the completion of the meeting, the play would be revealed and dialogue would ensue.

In the background of this poster are names of victims who have publicly come forward. This background is meant to signify that their stories are what form the foundation of our inquiry. Without these stories this inquiry would never have happened. We thank them for their courage.

ERIN DUBOTS, SAMUEL LISKE, JUSTIN MADORE, KIERNAN MURRAY, KATHRYN SHAFFER

## FINDINGS

"Sexual violence is a crime of power."  
-Lara Hamburger, 2018

"Perpetrators of these crimes often do not victimize an individual once, but often with repetitive acts over a period of time. Currently the criminal justice system deals with most crimes as isolated incidents, which establishes a significant burden on the survivor."  
-Johnna Pike, 2018

"Title IX (all universities in the US) and Article 129-B (NYS) lead the way on investigating cases of sexual misconduct."  
-Kirra Franzese, 2018

## CAUSATION MODEL

